Caswell County Schools Strategic Plan

Goal 1: Caswell County Schools will produce globally competitive students.		
Objectives	**Strategies**	**Measures**
1.1 Increase the cohort graduation rate	**1.1.1** Market cohort graduation year to students beginning in 6th grade by creating opportunities for identification with their cohort group	**1.1.1** End of grade promotion records 6-11, four year career development plan records
	1.1.2 Increase contact with parent regarding graduation requirements	**1.1.2** Student Services PLC data, parent communications
	1.1.3 Implement differentiated programs K-12 that address the environmental needs of at-risk students	**1.1.3** Report card grades, credits, promotion, discipline records
1.2 Provide students opportunities to obtain the skills for success at the postsecondary level	**1.2.1** Use career interest data with 8th grade students to develop a career development plan to be built upon each year until graduation.	**1.2.1** Students will review their plans each year and monitored by student services staff
	1.2.2 1:1 Technology implementation initiative at all levels	**1.2.2** Lesson Plan Documentation for access to vital digital skills

1.3 Provide students opportunities to obtain the skills to be prepared for career readiness	**1.3.1** Develop and implement a K-12 Career Readiness Framework for the district	**1.3.1** Collect sample activities, write into honors curriculum, read surveys
1.4 Increase student performance on comprehensive assessment systems	**1.4.1** Create and implement a common formative assessment protocol and data tracking system to help students maintain accountability for their own achievements	**1.4.1** HomeBase/SchoolNet generated documents
	1.4.2 Develop common academic vocabulary	**1.4.2** Word Walls, Vertical Alignment PD meetings

Goal 2: Caswell County Schools will provide every child a personalized education.		
Objectives	**Strategies**	**Measures**
2.1 Increase the number of students who graduate from high school with post secondary credit	**2.1.1** Expand opportunities for students to earn course credits through virtual learning in high school and middle school	**2.1.1** Student enrollment in courses, AP course lists, NCVPS,dual enrollment and transfer credit opportunities

	2.1.2 Explore opportunities of College and Career Readiness	**2.1.2** Student enrollment in college and career ready pathways and career development planning.
	2.1.3 Provide multiple pathways toward post secondary credit through self selection, dual enrollment, and other avenues	**2.1.3** Student transcripts, enrollment, certifications, and college board AP reports.
2.2 Increase the number of students accessing effective instruction through the utilization of digital learning tools and resources	**2.2.1** Provide effective professional development on learning management systems, one to one, and digital learning tools	**2.2.1** Professional development course descriptions, CEUs, and digital badges
	2.2.2 Integrate digital learning tools and resources effectively into instruction	**2.2.2** Lesson plans, curriculum guides, and unit plans
	2.2.3 Implement learning management system district wide (i.e.Google Classroom and Canvas)	**2.2.3** Student proficiency in learning management systems (i.e. artifacts, portfolios, certifications)
2.3 All schools will meet or exceed academic growth	**2.3.1** Utilize school, subject and grade level data analysis to identify strengths and weakness to drive instructional practices and increase student growth	**2.3.1** State, local, and classroom assessment data analysis (to include but not limited to EOG, EOC, common assessment, formative assessment data)
	2.3.2 Personalize learning to improve student outcomes through Multi-Tiered Systems of Support, differentiated instruction, and collaborative problem	**2.3.2** MTSS documentation, PLC minutes, IEP and DEP documentation

	solving **2.3.3** Monitor ongoing instruction, interventions, and programs for fidelity and impact	**2.3.3** School improvement plans, quarterly reviews, program data, tutoring logs, and fidelity checks

2.4 Collaborate with stakeholders to impact success and provide enhanced educational opportunities for students	**2.4.1** Increase internship, community service projects, collaboration with community stakeholders. Stakeholder input will be gathered through surveys, School Improvement Team meetings, solicitation of businesses, Parent Advisory Council, the AIG district steering committee, community outreach, Career and Technical Development, CTE advisory board, and other arenas which include participation of various stakeholders	**2.4.1** Ensure parents and community stakeholders are given opportunities for parent involvement, to become informed partners to provide input and representation in school and district program plan development as well as participation through community outreach. Evidenced by school parent involvement policies, surveys and results, meeting sign ins and agendas, stakeholder participation logs, parent and community communications.

Goal 3: Caswell County Schools will employ highly qualified, effective professionals.		
Objectives	**Strategies**	**Measures**
3.1 Develop, retain, and support highly effective personnel	**3.1.1** Provide high quality professional development **3.1.2** Increase retention rate of high performing teachers **3.1.3** Implement a Beginning Teacher Plan to support and develop high performing teachers	**3.1.1** Offer Continuing Education Units for district and school professional development; Staff Development Evaluations **3.1.2a**. Review teacher growth data in EVAAS and ASW **b**. Review Exit Interviews to determine the reason(s) teachers are leaving to reduce the teacher turnover rate **3.1.3** Review the Beginning Teacher Plan annually; Review Summative Ratings at the end of year
3.2 Every educational professional uses data from a comprehensive assessment system to inform decisions	**3.2.1** Use school and district assessments data; End of Grade, End of Course, NC Final Exams, to identify strengths and weakness to drive instructional practices and improve proficiency ratings	**3.2.1** Data walls, state reports, formative assessments, instructional plans, intervention plans
3.3 Every educational professional will have required preparation and access to ongoing high quality professional development	**3.3.1** Provide high quality, professional development that leads to teachers to gain and refine knowledge of both content and pedagogy.	**3.3** Agendas, Surveys, Student Performance, PLC Minutes; Evaluation of training; On-going support (local and online including DPI resources); Use data to inform

	3.3.2 Offer high quality professional development that reflects best practices in teaching and learning. **3.3.3** Offer high quality professional development that has a positive impact on teacher effectiveness and student learning.	decisions
3.4 School leaders will create a culture that embraces change and promotes dynamic continuous improvement	**3.4.1** Involve all stakeholders (community, business, parents and students) **3.4.2** Build positive relationships with community and staff **3.4.3** Increase parental support	**3.4** School Improvement Team meetings, solicitation of businesses, Parent Advisory Council, the AIG district steering committee, community outreach, Career and Technical Development, CTE advisory board minutes

Goal 4: Caswell County Schools will implement up-to-date financial, business, and informational technology

systems to serve its stakeholders		
Objectives	**Strategies**	**Measures**
4.1 Implement and maintain updated electronic financial and budgeting systems as well as resource attainment procedures to improve effectiveness and maximize instructional supports	**4.1.1** Maintain LINQ for payroll/timekeeper and budget management and reporting. **4.1.2** Procure and maintain on-line workflow forms for all financial/travel/PD procedures to expedite operations and increase effectiveness.	**4.1.1** ISIS Reports **4.1.2** Forms Reports
4.2 Use State and Federal funding according to the law and local school board policies with stakeholder input.	**4.2.1** Annually revise and propose up-to-date changes to district and school policies concerning use of State and Federal funding. **4.2.2** Distribute and/or publish guidelines on-line, offer face-to-face and/or other effective forms of annual communication and training for critical procedures and best practices to stakeholders when handling state or federal funds.	**4.2.1** SBE Policies approved, annual audit report, state guidelines, chart of accounts, federal regulations, local policy manuals and procedures **4.2.2** SBE Policies approved, annual audit report, state guidelines, chart of accounts, federal regulations, local policy manuals and procedures, online guidelines, training/meeting agendas, completed required documentation forms
4.3 Provide and maintain all schools with sufficient wireless coverage to support 1:1 computing initiatives	**4.3.1** Implement budgeting plans for sustainability of 1:1 initiatives that includes devices maintenance upgrades.	**4.3.1** 1:1 Sustainability plan, budgets

	4.3.2 Run biannually School Network Assessments to determine needs of upgrades for infrastructure, connectivity and bandwidth.	**4.3.2** Network Assessment Reports
	4.3.3 Revise the Responsible Use Policy (Acceptable Use Policy) to provide guidance and direction in the implementation of 1:1 initiatives to address new needs, technologies, devices and strategies at the school level.	**4.3.3** RSP revisions (Responsible Use Policy)
4.4 Use student information system as an essential resource for instructional delivery, monitoring students' performance and communicating with parents and students.	**4.4.1** Provide and maintain digital web based resources for teachers, students and parents to improve communication and collaboration and to facilitate access to content, information and tools.	**4.4.1** Homebase or other SIS reports
	4.4.2 Evaluate and implement Learning Management System that promote digital learning environments and new effective form of collaborations, assessment and access to information and resources.	**4.4.2** Reports from LMS

Goal 5: Caswell County Schools will produce healthy, responsible students.

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Objectives	Strategies	Measures
5.1 Create and maintain safe, culturally diverse, respectful environments for all students and staff in every school	**5.1.1** Conduct, analyze, and evaluate survey data (TWC surveys, parent/community surveys, student surveys, student surveys).	**5.1.1** Survey data and record of any actions taken as a result of the data.
	5.1.2 Re-establishment of district safety committee and review crisis plans (school and district crisis plans, student safety accountability measures).	**5.1.2** Record of committee meetings/minutes, Crisis Plans, Inspection Reports, Maintenance Request/Action System, survey data, School Improvement Plans, staff trainings (CPR, Epipen, Bloodborne, Medication, Diabetes)
	5.1.3 Provide a culturally diverse environment with various opportunities.	**5.1.3** Mandated Curriculums, teacher evaluations, professional development, diverse lunch menus, representation of diverse cultures in media, ESL Program, various programs at schools, survey data
5.2 Promote healthy, active, lifestyles for all students through personal responsibility, student character, and community involvement	**5.2.1** Continuation of student health promotion and character education through mandated curriculums, SHAC, and the district wellness policy.	**5.2.1** SHAC Annual Report, Wellness Policy (adherence, review, revisions), mandated curriculums, teacher evaluations, district-wide policies, uniform Student/Parent/Handbooks, various programs at schools
	5.2.2 Continue to expand partnerships with community stakeholders.	**5.2.2** School Improvement Plans,

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		survey data, various community involvement programs at schools
5.3 Increase average daily attendance and reduce suspensions through positive student engagement	**5.3.1** Implement positive incentives/programs in schools to increase student attendance.	**5.3.1** District and School Report Cards (attendance rates), uniform enforcement of student attendance policies in all Schools, Student/Parent Handbooks, incentives/programs implemented at schools
	5.3.2 Provide schools with alternatives to short-term suspensions.	**5.3.2** District and School Report Cards (short-term suspension data), alternative discipline strategies (PBIS,day treatment, ISS in elementary schools), revisions to discipline policies at schools
	5.3.3 Involve students in conflict resolution activities through the guidance curriculum and other school activities.	**5.3.3** Various programs implemented at schools that involve students